



Pat White

**2006 ASTD-MDTN
President**

**Mark your
Calendars!**

**Upcoming
Programs**

**October 19
Dayle Savage**

Lecturer, Dept. of
Leadership, Policy
& Organizations
Director, Peabody
Career Center

•
2005 Recipient of
Golden Torch Award
for Innovation in
Practice, American
Society for Training &
Development (ASTD)

**November 16
► Luncheon
Joint Program
with SHRM**

(Society of Human
Resource
Management)

**December is
our Awards
Breakfast!
More to come
on this special
event.**

President's Message

Dear ASTD Friends,

We finally made our way through August and the dog days of summer. If your work is anything like mine, the people you needed to see were all on vacation and the others were in a "wait till September mode." That can either bring frustration or opportunity. For me it brought an opportunity to recharge...both mentally and physically.

One opportunity I had was to revisit some thoughts about learning and hope you might enjoy these as well. They come from my OD days when I would need to review offerings from vendors for our university line-up. Since context is everything, some of these basics are worth looking at again, whether you are the buyer or the person offering a solution to learning – the business we're in! [President's Message, continued](#)

Don't Miss September's Program!

Executive Education: A Tri-Phase Approach

September 21, 2006

4:00 – 6:00 p.m.

Bethel College, 1801 West End Ave.

Dr. Nassar Nassar, author of *Systems~n~Practice*, (McGraw-Hill) proposes a model of executive training focusing on an efficient approach to move from knowledge to practical application. Using a tri-phase approach that moves from Description to Prescription to Application, executives learn to analyze an organization's system and structure to make decisions that achieve organizational goals

Dr. Nassar was appointed Director of Educational Outreach at Bethel College in November, 2002 and subsequently tripled enrollment and established a network of six satellite campuses. In addition to his career in higher education, Dr. Nassar has trained employees in the Tennessee Department of Labor & Workforce Development, Goodyear, and others.

Register for this program: <http://www.astdtn.org/events>

ASTD Middle Tennessee & Habitat for Humanity

Habitat for Humanity has a powerful presence in this area and is asking us to partner to improve their service to those who are working for a home. Prospective new homeowners are required to attend a number of workshops so they will be successful neighbors and homeowners. Who better to ask for volunteer workshop facilitators than the members of ASTD Middle Tennessee?

Interested in volunteering one hour or facilitating one or more programs? Contact **Ellen Hingst** at Nashville Area Habitat for Humanity. (615) 254-HOME. Learn more at <http://www.habitatnashville.org/>

**Job Postings
Are Now
Available
Online:**

<http://www.astdtn.org/resources>

**This month's
featured Job
Postings**

**Learning and
Development
Manager
Ingram Book
Group
Contact:**

www.ingrambook.com
Select Careers

**Training
Manager,
Sage
Management and
Technical
Recruiters**

doug@sagerecruits.com

Office: 336-789-3244

Cell: 336-648-0535

**Contract
Instructional
Designer,
CAT Financial**

Contact: Amanda Gaw,
Senior Learning
Consultant
Office: 615-341-8165

**This is your
chapter – the
Middle
Tennessee
Chapter**

Our Chapter
Number is
CH4072. Please
use this number
when ordering from
the ASTD website –
the chapter
receives a small
percentage of your
purchase price.



Website of the Month

*Have you checked out the
new ASTD Middle Tennessee
Chapter website?*

Check out all the new features
and resources available through
your membership:

<http://www.astdtn.org/>

Got an interesting site you'd like
to share? Let us know! E-mail

info@astdtn.org



Spotlight On:

**Our Wonderful Chapter
Volunteers!**

Marketing & Communication

Melissa Holley

Kiffin McCoy

Caitlan Stewart

Membership

Virginia Smith

President's Message, continued

Learning occurs at varying rates throughout our lives. Formal education systems purport to encourage learning. R. Glaser, back in the early sixties, made a distinction between training and education which is worth noting. The distinctions are found in the nature of the outcomes expected. **Training** assumes specifiable behavioral outcomes. **Education** specifies no behavioral outcomes. A broader transfer of a range of behavior is expected. Training narrows the range of responses among trainees, while education broadens the range.

Since training is a form of education, some of the findings of learning theory logically might be applicable to the selection of training programs. These principles are important in the design of both formal and informal training programs.

The following is a brief summary of learning principles which should be considered in choosing training techniques and designing programs.

- All human beings can learn.
- The individual must be motivated to learn.
- Learning is an active process.
- Normally, the learner must have guidance
- Learning requires time to assimilate
- Learning methods should be as varied as possible.
- The learner must secure satisfaction from the learning
- The learner must get reinforcement of correct behavior.
- Standards of performance should be set for the learner.

Hope I tickled your brain a bit!
Pat

**Thanks to
Our Programs
Sponsors**



